

City of Carlsbad
Employee Benefits
Police – Sworn and Non-Sworn



Group Health Insurance

Employees may choose from several medical plans available through the California Public Employees' Retirement system (CalPERS). Both employee and the City share premium costs. Unused City benefits credits may be used for dental, vision, AD&D and Flex Spending Accounts or taken as taxable cash.

Flexible Spending Accounts (FSA)

A flexible spending account allows you set aside pre-tax dollars to reimburse yourself for eligible health care and/or dependent care expenses.

Retirement

The City participates in the CalPERS program. Effective January 1, 2013 the calculations are as follows:

For sworn CPOA represented employees, the employee contributes 12% on a pre-tax basis.

1. 2.7% @ 57 formula
2. 3-year Final Average Earnings (FAE) for final compensation calculation

For non-sworn CPOA represented employees the employee contributes 6.75% on a pre-tax basis.

1. 2% @ 62 formula
2. 3-year Final Average Earnings (FAE) for final compensation calculation

Life Insurance

The City provides each employee with life insurance equivalent to one times annual base salary. Employees may purchase optional additional life insurance.

Voluntary Benefits

The City provides various voluntary benefits available at the employee's cost.

Long Term Disability

The City provides long term disability, which may provide up to 60% of basic monthly earnings while disabled.

Uniform Allowance

Reimbursement is approximately \$700.00 a year. Reimbursement is prorated and paid out in a biweekly basis in the amount of \$26.92 per pay period over 26 periods.

Bilingual Pay

The City will provide additional compensation to an eligible employee in the amount of \$40.00 per pay period for the performance of Spanish/English bilingual skills.

Education Incentive

The City will pay \$62.00 biweekly for those employees who possess a Basic POST Certificate or equivalent experience and education, \$152.00 biweekly for those employees who possess an Intermediate POST Certificate or equivalent experience and education and \$218.00 for those who possess an Advanced POST Certificate or equivalent experience and education.

Holidays

The City observes 11 scheduled holidays.

Vacation

Vacation hours earned is based on years of continuous service. All employees are entitled to accrue vacation hours up to a maximum of 320 hours.